

# W O R D S & i z ! O N

UCFV Faculty & Staff Association Newsletter  
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## FROM THE EDITOR

### Down the Rabbit Hole

And what a long strange trip it's been, since the last issue of the newsletter. Feels like I've fallen into an upside-down, playing-card world (though perhaps more Blunderland than Wonderland). To pick an example at random, consider the A question that has dominated our communications over this term. It seemed simple enough to start, a matter of 'yes' or 'no'. But so much

has been said, so much printed. Responding to repeated calls for further facts and feedback, beating the bushes for members willing to put forth their thoughts, the Executive's more-info strategy succeeded in opening up a whole CIEA can-of-words. All sides, I think, have been multiply presented, and, as a result, we are...well, more confused than ever, to the point of shelving CIEA until some yet to be determined future deliberation.

At times the discussion has been heated, or should I say, fractious. We began, some of us, at least, proud unto smugness of being the only BC union that combines Faculty and Staff. And where have we wound up? On a very far shore, where some seem to proclaim narrowly defined yet vastly contradictory views on what the structures and benefits of our union are, while others obviously don't give a fig for belonging to it, or to anything at all...plus every shade of opinion in between. What we've discovered about ourselves in this process is important, though perhaps unexpected. It may be disturbing

to realize that solidarity has to be earned, and that wherever we are right now, it's not there.

The last newsletter also brought a touch of controversy on itself as the FSA spokeshingy. Cindy Oliver "signaled" that she was personally affronted, by one phrase in particular and by the over-all tonality — this offence taken despite *W&V's* long-standing province-wide rep for satire, not to mention that the piece starts off poking fun at your humble editorialist and other FSA Executives (indicating, surely, the intent of the jest), and ends with a bald admission that the entire exercise is an attempt to break through the apathy and arouse a heightened activism in our union

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*Words & Vision*: newsletter of the University College of the Fraser Valley Faculty and Staff Association.

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Contributions and ideas are welcome  
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membership. Of course it was not meant to offend anyone.

D-oh – wait a sec. Maybe I get it. It's OK to make fun of ourselves, I guess, as has so often been done in the past, but not of the Grand Viziers of BC's Post-Secondary Collectivity. That organization is above satire or comment, too august to be spoken of in the jocular manner that befits our own lowly collective. Gosh, I love life-long learning; I've just gained another valuable lesson — and grovel in mortification, prostrate myself in penance, and generally wallow in woebegoneness. (Still, it's nice to be wanted, and the manipulative aspect of the attack may simply suggest how much CIEA really does want us.)

Then the unthinkable happened, and Ian McAskill went all “wobbly” on the big membership question!

### Feed Your Head

Assimilating all of these multifarious shocks and tensions took a certain toll on yours truly. This has been an especially stressful time for me as well, with devils of divisiveness raging through my editor's soul on top of all the usual boomer catastrophes coming home to roost in one big flapping flock. Something had to snap, and it finally took an (Alice-style) sinking spell in my Wednesday night class to exorcize the demons and remind me of what I am really here for — my beloved students, who took good care of me in my moment of need, got me help, and followed up with e-mails, visits, and get-well cards, making me realize once again how supremely fortunate we are in our vocation. (Note to self: that Dormouse was one smart little rodent.)

### All the Nudes that's Fit to Print

On the other hand, since the last *W&V*, my calendar's gone all dark

and inky with invites to midnight hot-tub gatherings — never realized UCFV was such an aquatic milieu. Despite the helpful criticisms from CIEA, the sex *und* violence issue did strike a responsive something or other with readers. Certainly it generated more feedback, and more positive feedback, than any previous issue. And it made me think, too, that, let's face it, whatever our differences we are all really naked beneath our clothes... if we're wearing any, that is.

I mean, is it just me, or have you also noticed of late that there's more and more clothelessness in the news?

On the arty front, there's stuff like Spencer Tunick's 'Nude Adrift' series, in which the photographer is traveling the world shooting group nudity. And people are rushing to pose. Last year he had a huge turnout in Montreal, when 1,500 voluntarily squatted on very cold concrete in the altogether for the sake of his vision.

There's also the advent of truly 'naked chefs' on a TV series being produced right here in B.C., in which culinary mavens grill their comestibles, etc., entirely in the buff, potentially putting a new spin on the term 'flaming shish kabob.' In the same vein, when I checked out the Feb. 24 *Vancouver Sun* a few weeks back, I noted on page B5 a story titled "Protesters take it all off for peace," with a photo of maybe fifty nekkid folks — a group called Artists Against War — spread out in a peace sign on sunny Sunset Beach. Not to mention the nude fund-raising calender — wildly popular, apparently — published by the Canadian Nordic ski team to support its Olympic bid. Or the skyrocketing success of [nakednews.com](http://nakednews.com), a website that

presents anchor persons reeling off details while peeling off duds, appearing eventually in what dear departed Ian Drury once called “the naughty naked nude.”

Seeking further insight, I checked it out, the website, that is. And, sure enough, there were women reading (apparently they have men, too, but I didn't see any) the usual litany of disasters while morphing (i.e., via cutaways, not actual stripping) into ever-lesser-clad versions of themselves. Now, I can semi-understand the notion of, say, a nude weather report, sort of a body-conscious topic, after all, especially if you're planning an *al fresco* picnic. But what of other news, deaths from rampaging SARS, Picton's pig farm, the stark brutalities of war? How does the latest bloody terrorist atrocity come off, so to speak, when reported by a half- or wholly naked person? Ditto the nude protest fest. What, precisely, is the value of dropping your drawers for peace, as opposed to, say, fasting, marching, writing your MP, praying, etc., for it? Sure nudity gets attention — but so would rubbing your head with green chili paste or marzipan, I suppose. What *kind* of attention is the question, and is it ultimately a trivializing and dismissive attending that is drawn?

More generally, what is going on? Is all this flesh a po-mo homage to McLuhan, an ironic spin suggesting that the medium is really the 'massage'? Or is it, perhaps, a side-effect of the final victory of pornography, spilling out over the internet into the nooks and crannies of everyday life? Either way, you can bet your bippy that skin is going to be very much more in your face from now on. Though I'd rather not, I can imagine reality-based TV six months down the line, stuff like *Nude Survivor* or *Bachelor* in the



Buff. Maybe this has happened already — I just can't face turning that kind of thing on, as my own day-to-day is already so heavily reality-based. And, who knows, maybe there will soon be a specialty Degradation TV channel offering eye-openers like Michael Jackson *au naturel* (ha!), revealing surgically altered, and now no doubt crumbling, bits.

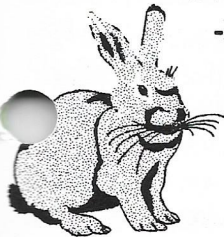
Or is it simply that this increasing readiness to bare all — for dollars, peace, sports, brussels sprouts, whatever — is nothing more than the Age of Exhibitionism going into the home stretch? After all, nowadays underwear is outerwear, netcams provide the 'real' view, and that bizarre hybrid, the blog, has merged private journal writing with letting it 'all hang out' to the entire e-world. The Andy Warhol Effect, or AWE, once nothing more than a joke, seems to have taken over our reality and in the process made it kind of awful.

### **Bold Newd Vision for UCFV?**

Hmmm. I guess/hope teaching-in-the-raw is still far on the horizon. But maybe we could incorporate elements, here and there in the FSA, selectively. I mean, take Table Officers, for instance. Perhaps if we confab in the jaybird, we'll get more people out for the weekly meetings — or, come to think of it, maybe less? Folks are unpredictable and you never know what may offend.

Surely not the benign reports and beneficent articles below, though — we even have words of wisdom from one of the Grand Old Masters of UCFV (who was fully clothed, including leather-elbowed jacket, while penning the piece), plus some Humpty Dumptyisms on language.

-Ryszard Dubanski



## **REPORTS**

### **President**

My mother was the source of much wisdom. One of her sayings is running through the back of my mind now "The wise man speaks when he has something to say, the fool when he has to say something". Right now, there's not a lot to say, so I'll pretend to be wise, and therefore brief.

There are three 'big' initiatives going on this year. Most of my life seems to revolve around them. So let me say where they are

### **Bargaining**

I'm not on the committee, so I won't say much. Shelley and Heidi may say something I expect. Our contract expires on 1<sup>st</sup> April, but we won't have a new one by then. This isn't a big deal. We continue with the old one until the new one is ratified. In the last round of bargaining Ian bargained us a two year contract for everything except salaries, but a three year contract for salaries. This was fortunate since the government has since mandated a zero percent lift for salaries until 2006. As a result, most of us will get a 2% lift in salaries next year, and those at the top of the Faculty scale getting slightly more (we agreed on the central table lifts for Faculty). We are currently bargaining for a 2 year contract, but the salary in year two may have to be zero percent. Because of this rather disagreeable constraint, we will probably agree to a two year contract, with a salary re-opener after the first year in case the government policy changes.

### **Restructuring**

Following on from the previous Exec, we are looking at ways of serving better our members. A committee of volunteers was charged with one of the key

questions, the CIEA question. The committee felt that we couldn't plan a sensible structure for the Exec without either re-affirming our connection to CIEA, or leaving it. Either way, the CIEA question must be settled first. To this end, some of you might have noticed an information campaign to describe CIEA, what they are, do. We included the opinions of the Past Presidents, current Exec and current members. Whilst some folk took the opportunity for some cheap (by very hurtful) shots, on the whole, the letters made interesting reading. This culminated in the EGM last week. We invited the CIEA brass to attend. Cindy Oliver gave a very good speech imploring us to stay in CIEA, describing the benefits of CIEA membership. Ian McAskil was charged with putting forward the opposite view. Following these talks your's truly had the duty of trying to direct questions to the CIEA Exec who were visiting, and follow up with a members-only discussion.

As a result of the discussions, it became clear that the committee's strategy of settling the CIEA question first, followed by careful thought about the Exec positions and budget, was not a good strategy. The FSA Exec therefore decided to change strategy, and delay the vote until such time as we had plans for the cases of us being in CIEA and being out of CIEA. Thus expect to hear more, but not before next fall.

### **New Categories/Regularization of Faculty**

We've got agreement with the employer on the new categories of Faculty ('B' and sessional). We have agreement on a work allocation formula. We have an agreement on grand fathering in the rights of the people already in the system as we move to new categories. What remains is to



make sure the Exec are happy with the agreement, and then go ahead with it as part of the bargaining.

When we have signed off on the new categories, the FSA will circulate a detailed and hopefully clear account of the details and consequences of the new system. Mercifully the new system is much simpler than the one it replaces.

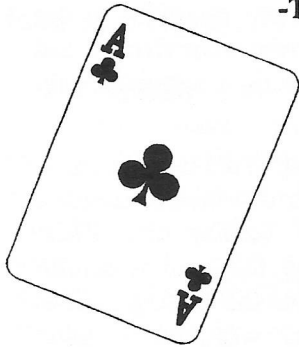
Like everything else in this round of bargaining, this will be eventually voted on by the membership.

### Other Stuff

We have an AGM upcoming with elections for the Executive positions. Some of the current Executive will continue to run for those positions, some will be vacant. We are always looking for new blood, so please come prepared to sacrifice yourselves.

Cheers!

-Tim Cooper



## Staff Grievance

### Section 12 Complaint Dismissed

#### How It All Began

On September 5, 2001 I was called to a meeting with the Employer and the Complainant regarding the Complainant's evaluation. During this meeting the Employer presented the Complainant with her evaluation and informed her that it was unsatisfactory. The Complainant was still serving her initial probation, and as a result, the Employer decided to terminate her employment according to article 14.1(a) of the Agreement.

This article states that during the initial probationary period, a probationary employee may be transferred, laid off, or dismissed for any stated reason. In this particular case, the any stated reason was a result of the Complainant's unsatisfactory evaluation as well as previous concerns that the Employer had that had been addressed with the Complainant as well. In these situations it is extremely difficult, if not impossible, to get an employee reinstated while they are serving a probationary period and have received a poor evaluation.

I immediately scheduled a meeting with the Complainant. Bev Lowen and I met with her and prepared for the process ahead. Then we discussed the evaluation as well as the Complainant's concerns over her evaluation.

A meeting was then scheduled with the Director of the area where we were able to go over the evaluation and ask many questions. It was very clear that the Employer was firm on the position regarding the termination and stood behind the validity of the evaluation.

Bev and I met with the Complainant after the meeting to discuss our next course of action. We decided that we would proceed with a grievance. I wrote up the grievance and sent it the Employer on September 10, 2001. We asked that the Complainant be reinstated to her position and that a new evaluation be conducted later in her probationary period.

On September 11, 2001, I had a response from the Employer stating that they were not prepared to change the decision to terminate the Complainant. The Employer said they were open to continue discussions but would not consider any form of reinstatement. I called

the Complainant to let her know of the Employer's decision.

At this point I advised the Complainant of her options and we discussed what route we would take. The options were that the Union proceed to the next step of the grievance process or negotiate some type of settlement package on behalf of the complainant. The Complainant wanted to know what was included in a settlement package and requested that I explore this option for her.

Later that afternoon I was able to negotiate a tentative settlement package for the Complainant. I called her about specific details that would be included in the package. I told her to take a few days to think about it and if she had any questions to call me.

Later that week I spoke with the Complainant and she informed me that she would like to accept the settlement package. I explained that by accepting the settlement package the grievance is dropped and there is no further recourse to continue seeking reinstatement. The Complainant said she did not want to pursue the grievance and opted to take the settlement package.

On September 14, 2001 the Complainant, the Employer, and I met to review the terms of the settlement and then indicated our acceptance by signing the settlement package. By agreeing and signing a settlement package it indicates a full and complete resolution to all issues a Complainant has with the University College of the Fraser Valley and the Faculty and Staff Association.

A couple of weeks later I started receiving phone calls from the Complainant wanting to know why she was terminated. She also wanted to know why the Union had not represented her nor filed a



grievance on her behalf. I was surprised to have received these calls because on numerous occasions it had been discussed with her why the employer terminated her employment as well as the grievance that was filed.

After a month of receiving such calls, the Union advised the Complainant that the matter was closed. The Complainant informed the Union that she would be taking this matter to the Labour Relations Board of British Columbia and filed her submissions with the Board on January 21, 2002.

#### What Is A Section Twelve?

The duty of fair representation under the Code requires that a union not act in a manner that is arbitrary, discriminatory, or in bad faith. The Union must not be actuated by bad faith in the sense of personal hostility, political revenge, or dishonesty. There can be no discrimination, treatment of particular employees unequally, or personal favouritism. Finally, a Union cannot act arbitrarily, disregarding the interests of one of the employees in a perfunctory manner. Instead the Union must take a reasonable view of the problem before it and arrive at a thoughtful judgement about what to do after considering the various relevant and conflicting considerations.

#### The Process

Once a Complainant has filed a complaint with the Labour Relations Board, where appropriate, the Board will refer Section 12 complaints to a Settlement Conference before the complaint is processed further. The purpose of the Settlement Conference is to encourage settlement of the complaint and if settlement is not possible to assist the parties in narrowing the issues before the Board.

After the Board had conducted discussions with the Complainant and the Union, a decision was

reached that the parties were so far apart in their respective positions that it would not be useful to pursue settlement discussions at a face-to-face meeting. As a result the decision was made to process the application for adjudication.

#### Complainant's Argument

The Complainant alleged that there was no evidence that the Union investigated the allegations set out in her performance evaluation, nor that it constituted just cause for her dismissal. The Complainant also said that the Union failed to pursue reinstatement, that the Union never filed a grievance, and that the Complainant was coerced by the Union to accept the settlement package.

#### The Union's Response

We, the Union, submitted that our actions did not breach Section 12 of the Code and that we have not contravened our statutory duty of fair representation. Our CIEA Staff Representative, Lee Whyte, was invaluable throughout the whole process. She further prepared and polished our submissions. Lee was able to cite relevant case law, and found many inconsistencies in the Complainant's submissions.

#### Analysis & Decision

After a review of the Complainant's submissions as well as the Union's submissions, the Labour Relations Board found that the Union did not breach its statutory duty under the Code.

The Board ruled that there is evidence to support the Union's claim that it did pursue the validity of the Complainant's performance evaluation. The Board noted that the primary thrust of the Complainant's submissions are that she disputes or disagrees with the evaluation she was given and claims it was a 'personality

evaluation'. The Board agreed that it primarily deals with the Complainant's attitude and work ethic; however, it ruled that these are valid issues for a performance evaluation.

In addition the Board ruled that the Union did set out to attempt a reinstatement of the Complainant and did so by filing the grievance on September 10, 2001. The Board also decided that the Complainant accepted the terms of the settlement package negotiated by the Union, therefore, the Union did not abandon the Complainant's grievance without her approval. The Board was satisfied that the Union did not violate the Code when it settled the Complainant's grievance.

The Board found that the Union handled the Complainant's grievance in a reasonable manner and the evidence does not indicate that the Union acted in an arbitrary manner in any event.

#### Conclusion

On February 27 the Labour Relations Board rendered its decision. The Board found that the Union did not breach its duty of fair representation pursuant to the Code. The Labour Relations Board then dismissed the Complainant's application.

If you are interested in reading the full decision you may do so at the FSA office or at the following

[http://www.lrb.bc.ca/decisions/B73\\$2003.pdf](http://www.lrb.bc.ca/decisions/B73$2003.pdf)

-Heidi Tvete

## Status of Women

### Family Friendly Workplace

The CIEA Status of Women committee (SWC) has now completed its ongoing project of the past two years, The Family Friendly Workplace survey. The purpose of which is to evaluate the



extent to which people are experiencing difficulty in balancing work and family needs, and, specifically, what these difficulties are. The questions designed by the SWC committee invite people to consider family issues in the broadest sense. The intent is to uncover issues surrounding elder care, childcare, and flextime, and, in light of the results from this research, these issues could be identified, compiled and listed as bargaining items at future contract negotiations. More importantly, the information gathered may uncover common issues for further discussion and future research.

UCFV is currently bargaining a new contract, and this would make us out of sync with the other locals who will begin bargaining next year. Therefore, data that would be gathered by this survey will not be of use for this current negotiation.

The process of completing this survey has been long, and over the last two years the project was set aside on several occasions when the committee met, to allow members to voice their concerns and sorrows over the budget cutbacks, program cuts and resulting lay-offs. Many women have felt the emotional fallout. As one member reported, "The one issue crowding out all others this past year — survival, will each of us still have our jobs next year? And dealing with the further hardship of students, hard hit by tuition increases and cutbacks in supplements for living expenses, will they be back next year?"

### December 6th Vigil

We continue to observe this date and at UCFV, and this past year held a candlelight vigil, Friday evening on the Abbotsford campus. This event was relatively well attended by students, and by some Staff and Faculty.

### International Women's Day

As the SWC rep at UCFV, I have been privileged to serve on the board of our Community Women's Centre (CWC). This centre on the Abbotsford Campus is run by student volunteers, members from the community at large, as well as Faculty and Staff who happily volunteer their time. The CWC hosted its annual fund-raising event on March 8<sup>th</sup> to help celebrate International Women's day. You may be familiar with the many ongoing fund-raising projects that the centre puts on, such as Muffin and a Mystery in the Morning, our Christmas and Spring Garage sales and our Valentine Balloon Bouquets. Fund-raising is essential work in order to get money for insurance, maintain our emergency food cupboard and hospitality table, and to pay honorariums to students who do work on our behalf during the months of July and August. This centre puts on many programs that are of direct benefit to many returning women students, besides providing a quiet place to relax in between classes. I didn't want to pass up a chance to talk about UCFV's Women's Centre and encourage your support!

### Daycare Workers

This past December, it was announced that the two UCFV daycares on CHWK and ABBY campuses would close at the end of April 2003. Seven of the laid off workers will be able to bump into other existing positions at UCFV. Our Staff Grievance rep, Heidi Tvete, has worked closely with this group, and, as always, has done an exceptional job. Think of the skill-sets these women employees will bring with them to whatever new position they start: Staff with years of experience working in the field of

caring for others. I can't think of any institution, particularly a post-secondary one with scores of stressed students at the start and end of each semester, that wouldn't benefit from having Staff who understand the value of caring. I wish all our daycare Staff well.

### Family Friendly FSA

Finally, I wanted to talk about our CIEA question that has stirred up a lot of response from members this year. One important issue is the potential for the CIEA debate to split our membership as it has split our Executive. Whether this split in membership actually finds Staff standing firmly on one side of the CIEA question and Faculty on the other is doubtful. The divisive potential of this hot issue comes from the *perception* that Staff and Faculty are on opposite ends of the spectrum. I believe we are a more diverse group of individuals and there are many Faculty who would rather remain with CIEA as there are many Staff who would support leaving if we had a clearer idea of what the implications are for Staff and for our union as a whole. What was gained by raising the CIEA question and recognizing the danger of division was to reaffirm the benefits that we all enjoy as a joint Faculty Staff Association and the desire to stay together. As one member of the Executive stated, "Faculty and Staff, it's like a marriage, and all marriages take work." I think I prefer to see our membership as a collective, or as a large family with many diverse members — a large family where everyone has a chance to be heard, even if some speak louder than others, and eventually all get a chance to have their say.



-Darlene Rosner



## Secretary Treasurer

### Last Words on CIEA Membership

For those who attended the EGM week before last, you may have noticed I was not as vigorous in my condemnation of our continuance in the CIEA as you may have expected. In context, however, the apparent change in my level of disapprobation is not so surprising, as I have always held that, stay or go, this is an issue that *all* FSA members must consider and decide on with due deliberation. Our membership interest is not well served by rousing further emotional and potentially divisive debate, as was the set-up at the EGM. There are on-going issues with our affiliation with the CIEA, good points and bad. On balance, the conclusion I have reached is that further pressing of the CIEA question now is not in the interests of unity in our FSA, and last week the Executive agreed to postpone any vote on the question until the CIEA has had the opportunity to work with FSA in addressing university-college Faculty issues.

I think it is appropriate to give the CIEA a reasonable opportunity to become tuned in to Faculty issues. Our restructuring is not so urgent as to dictate an immediate vote and in the meantime, we can continue to give careful consideration about our structure. It is evident that the Staff side of our organization is generally comfortable with our CIEA affiliation, and, based on the low Faculty turnout to the meeting, I'm left wondering if Faculty really care one way or the other — clearly it is not an urgent concern for many Faculty members. Given these facts, voting now to leave the CIEA serves no useful purpose. The will expressed at the meeting was pretty clear: for now we should try working with the CIEA to answer university-college Faculty issues. Beyond this, perhaps the clearest point that has emerged is a wish to keep our

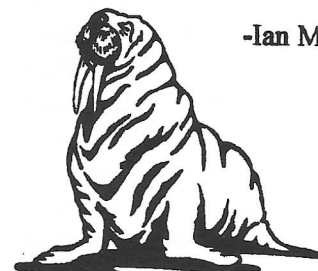
organization as one union. However, this cannot be accomplished by a simple statement of will, nor by suppression — if we have differences, it is incumbent upon the members to voice those differences.

For my own part, my main concern with the CIEA has been in the area of bargaining, and here we are continuing on with our past practice of independent bargaining. It is really the management side which has said they have had to "fall-in" with the central table. Anyway, I have given the CIEA a wake-up call in relation to bargaining, and for now I am satisfied that our continued participation in the CIEA will neither help nor harm us in bargaining. As for the money we pay the CIEA and the services we get, if our members are comfortable with the service and expense, so be it. I have not, in recent years, characterized the get-out-of-CIEA initiative as a cost-saving measure. Indeed it could be entirely more costly for us to develop alternative affiliations.

After the meeting, Cindy Oliver, President of the CIEA, agreed to assist us in bringing the Faculty issues forward for discussion, policy development and, if required, to work toward establishing a standing committee to specifically address the issues of the university colleges. She further agreed to work directly with our Faculty in developing forums for the CIEA AGM this year. The CIEA AGM is generally attended by the CAUT Executive Director, Jim Turk (who has taken a keen interest in our present initiative). For our part, I suggested we could resource added participation by Faculty in these issues. This may mean, for example, establishing a new position on our Executive to give voice to the issues.

Given the above, I support the position of staying for now and to give the CIEA a chance to work with us. I think my going wobbly will bring the peace we need in the FSA while giving Faculty and Staff the time to consider the issue and truly put the CIEA to the test.

-Ian McAskill



## ARTICLES

### Why I am Not a Professor

*(Ed. David Wyatt submitted this old article he found while clearing off his desk. I caught up with him in his book-lined Chilliwack office and asked him about it. Still vigorous and dignified after a quarter-century of college teaching, and drawing on his ever-present pipe, he limned its roots:*

*"I wrote this and stuck it in a few mailboxes back when Fraser Valley College was hoping to become a University College, but the issues it addresses are relevant today — for 'scholarship' read 'research,' and for 'the proper role of a University-College,' read 'the proper role of a University College.'"*

*"I believe it beats the bushes out of hobgoblins running deep under the bridge," he said, slipping easily into student essay hip-hop, "and its mix of metaphors still dazzles."*

It's two in the morning here on Sumas Mountain (and in many other places in our universe), the frost is on the pumpkin, the coyotes are howling, and so am I.



My students don't understand the arcane terminology of my field—words like "symbol," and "compare"; when I tell them that after their falling out, Jung killed Freud and ate him, they believe me.

So I ask myself, "why not transcend this endless round of first and second year courses?" Why not get scholarly, hook on to the hyphen at the end of University, and become a Professor (3rd and 4th year var.)?

In transcendence, the Buddha said, one goes beyond false dualities, and one-two soft shoe, three-four scholarly core is just that. It's a mistake to think that third and fourth year courses call for scholarship while lower level courses don't (from now on I'm going to call them, and the scholarship that goes with them, "primary," not "lower level"). Brothers and sisters, I *am* a scholar. I've been one while teaching primary courses and I'll continue to be one even if I teach the occasional upper level course. My scholarship flows like water. It isn't the nozzled blast that scales the ivy from the walls of academe, but it does fit with my idea of what teaching should accomplish and what a university-college should be.

One of the jobs primary teaching (and teaching in all years) should do is to give students a broad background so that they may start to make connections between the fields they study. About my second year in university I felt that I was not only learning things, but getting smarter: I was starting to see parallels between biology and social sciences and literature and to think about what was metaphorical and what was real, if anything. I could see ideas somersaulting, tumbling over one another, biting their own tails. One good way to encourage students to make connections—and show them they can get smarter—is to make them ourselves and bring them to the

classroom. When Colin Ridgewell illustrates how Latin American murals both reflect and inspire social change, he's making connections. Scott Fast (and the clearly departed Rory Wallace) did it in the legendary "Power and Knowledge" course; the odd student from those days comes back still, wishing only to touch the hem of Scott's robe and borrow money. Making connections to other fields keeps me stimulated in my own.

Primary courses have to be different in another way: they have to be first approximations. I *must* over-generalize and under-represent in teaching a one-semester introduction to religion or B.C. First Nations. The trick is to do it in a way which isn't trivial and which prepares students to learn more and refine their knowledge. We might also acquaint students with what it means to approximate, for many approximations have hidden political roots and purposes.

A university college should include both connection making, first approximation, primary courses, and courses which are specialized within disciplines, research bent, and thus second approximation. Primary courses should be seen as a foundation for third and fourth year ones, not as a watered down version of them. We've all had professors who believed that teaching consisted of casting research pearls before undergraduate swine. But first year students are not just very bad graduate students who will improve if they keep the proper company (nor should upper level students be thought of solely as budding specialists).

In the same way, those who teach primary courses are not just the lapsed Catholics of the

academic world. Making connections and first approximation means different scholarship, not inferior scholarship. Many years ago I published my classic study, "Microblades from the Lochnore-Nesikep Locality: A Statistical Analysis." That research got me flown to an Ottawa conference where archaeologists from around the world compared their small tools, and it helped me get a job at UVic. But did it make me a better teacher? Well, yeah . . . , sure . . . . In truth, the article should have been printed on paper made from those trees which fall when there's no one to hear (reprints still available for peer review, by the way). The preparation I do for my occasional debates with Christian fundamentalists involves far more scholarship (reading widely, putting ideas together, preparing presentations which suit the audience) and contributes far more to my teaching than microblade research ever could.

So what about evaluating scholarship? Should my microblade research count for nothing? In a teaching institution should I get credit for an article in *American Anthropologist* no undergraduate (and few humans of any kind) will ever read? It's part of the academic tradition to consider obscure research a kind of scholarly calisthenics which may ultimately contribute, in ways we can't foresee, to significant advances in knowledge. Because the line between ivy scaling and nozzle fondling is often hard to draw, I think this tolerance is okay, if it doesn't go blind. But it would also be blind to condemn all scholarship which flows like water, for it, too, has its place. It can be pump priming as well as mud puddling. I think peer- and self-assessment is called for in evaluating this kind of scholarship. We might aspire to a new



collegiality. Much of it at our institution is personal more so than scholarly, and I would like to see classrooms where I learn what other instructors are reading, thinking, and teaching (these needn't be the "perform or perish" colloquia which traumatized us as graduate students).

Well, it's 2:15, and the metaphor police are on the porch. Let me end like this: we might unconsciously think of FVC as a truncated pyramid, as a place oddly shaped, and regard years three and four as the missing piece that will make UCFV complete. But in my view FVC was whole and shapely. What shaped us was our community ties, our mix of academic, career and community education, our emphasis on teaching. We should resist being overly bent by values and traditions which ultimately come from universities where the research-graduate school tail wags the teaching-undergraduate education dog. I'm not arguing against research and I certainly don't oppose us becoming a degree completing University-College: SFU v. FVC can be another overblown duality. I just wish UCFV to value a wide variety of scholarly activities which will inform our teaching and be practiced by all. Our new shape should respect our old strengths and traditions.

Let the waters flow! Let the nozzles blast! Keep in shape walkin' the dog! As the Buddha put it, "Float like a butterfly, sting like a bee."

-David Wyatt, Ph.D

## Jargon of War Quickly Crosses Ideological Gulf to Daily Usage

"Vertical envelopment" could be a hot new techno band or a Back Bay zoning scheme. In fact, it's a term used by Pentagon officials — masters of warspeak — to describe the unleashing of massive air power on Baghdad, selectively targeting key installations, in the first phase of the war against Iraq.

Think "carpet bombing" without the deep-pile connotation.

Should the "shock and awe" campaign pave the way to "catastrophic success," to borrow two more examples of current war lingo, then something besides an oxymoron worthy of Joseph Heller's *Catch-22* could be realized. "Catastrophic" in this context means supremely good, and leads to "decapitation" (the removal of Saddam Hussein) followed by — all together now, class — "regime change." Or "debaathification," as an Iraqi dissident called it this week.

Got that? If not, awe shucks. Your vocabulary is, like, *so* Desert Storm.

"Every war is like a family tussle, with a general construct and its own characteristics," says Anne Soukhanov, US general editor of Microsoft's Encarta College Dictionary and a dedicated tracker of word usage. "As those characteristics change — weapons, location, the generation that's fighting the war — so does the language."

From the first Gulf War, says Soukhanov, we got Humvees and MREs (Meals, Ready to Eat) and "the mother of all battles," which proved to be the mother of all-purpose phrases. "There's an example of how one side, in this case Saddam Hussein, uses an expression that captures the

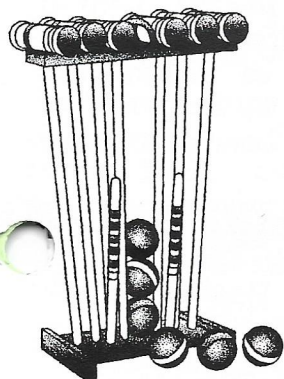
imagination of the other side and becomes a font," Soukhanov says. "Now we hear things like 'the mother of all traffic jams.'"

Examples of freshly minted warspeak abound in newspaper columns, Web dispatches, and TV broadcasts. Terms such as "embeds" (reporters traveling with the troops), "unilaterals" (nonattached reporters), "casevac" (short for casualty evacuation), "NBC assault" (referring to nuclear, biological, and chemical weapons, not the peacock network), and "target of opportunity" have swiftly embedded themselves in the national lexicon, so to speak. (Dave Anderson wondered in a recent *New York Times* column which football coach might first use "target of opportunity" to describe "how his team took advantage of a glaring weakness in an opponent's defense.")

Just since Saturday, the phrase "shock and awe" has appeared more than 700 times in US newspapers and magazines. "Collateral damage," a slightly older species of war jargon referring to civilian casualties, has taken on new currency as coalition forces pound Baghdad and other cities. "Shaping fires" — an effort to weaken enemy forces so they can be wiped out by subsequent attacks — appears to be gaining ground with military officials.

Sexy new acronyms and initials have become ubiquitous as well, from MOABs ("massive ordnance air burst," also "mother of all bombs") to UAVs (unmanned aerial vehicle) to SSE (sensitive site exploitation) forces.

There is even a military alphabet — S Day, D Day, A Day, G Day — signifying moments in the battle, some occurring on the same day, when specific goals are realized by specific US





commanders. This process of lexical assimilation has happened before, though not with the same immediacy that today's all-access, instant-analysis style of warfare produces.

As far back as the Civil War, terms such as "slacker" and "unconditional surrender" moved from the language of the battlefield into mainstream society.

World War I popularized "bombardment," "trench warfare," "no man's land," and "shell-shocked."

World War II gave us "blitz" (short for blitzkrieg) and "firestorm," as in what rained down on Dresden, among many others.

As warfare evolved, Americans spoke about being "brainwashed" (Korean War) by misleading statements or coping with "the fallout" (Cold War) of traumatic events such as divorce.

Vietnam, the most protracted US conflict, produced an entire dictionary all its own: from "quagmire" and "fragging" to "plausible deniability" and "friendly fire."

"Jeep" and "snafu" began life as battlefield acronyms. That "no-fly zone" once enforced over Iraq? The term has already broadened to mean "a topic of questioning or conversation that is off-limits," according to the *Encarta World English Dictionary*.

Many of these words and phrases were coined in response to something new, "either technologically or psychologically," says Justin Kaplan, editor of *Bartlett's Familiar Quotations*.

In the current war, says Kaplan, terms such as "weapons of mass destruction" have entered widespread usage. "Whether 'shock and awe' passes into currency is debatable," he says. "I have trouble remembering it,

because it seems to lack some sort of internal energy. But time will tell."

According to author and historian Paul Fussell, warfare usually gets reported in euphemistic language "because it's so awful."

"The really nasty stuff, the exploded bodies and guts hanging out, is never available for close inspection," Fussell says. "The big euphemisms now are 'precision' and 'accuracy,' and that language is used largely to dispel suspicions that bombing is extremely inaccurate."

A World War II veteran and former infantry officer, Fussell is no fan of warfare. Yet the more disillusioned the troops, he says, the richer the language of obfuscation and euphemism. And Vietnam is a prime example. "It's no wonder reporters called military briefings the 'five o'clock follies' over there," Fussell says.

In this war, Soukhanov says, the transformation of words like "embedded" and "unilateral" from adjectives to nouns signals a functional shift in the language. "Whether 'shock and awe' morphs into a hyphenated adjective, like traffic pileup, we don't know," Soukhanov says. "If it brings a tyrant down, it could become commonplace. 'Regime change,' on the other hand, has already started morphing into figurative use in areas like business and politics."

*The Atlantic Monthly's* senior editor, Barbara Wallraff, who oversees the magazine's Word Count column, is hesitant to predict which words and phrases might take up permanent residence in the American psyche once the war is over. One new term she approves of, though, is "war

fighter," a generic term for any serviceman or servicewoman.

"I'm rooting for that one, because it's a very useful word," Wallraff says. "Still, it's a very democratic process. We all get to decide, not just the experts."

-Joseph P. Kahn

*Boston Globe* 3/27/2003

## Linguists Mixed About Text Messages

Milwaukee, Wisc. — The text messages on Margarete Stettner's cellphone are filled with shortcuts — "G2G" for "got to go" and "LOL" instead of "laugh out loud." The 13-year-old sometimes even slips into text-messaging lingo in her homework.

"It does affect, sometimes, how I do my schoolwork," the girl from Hartland, Wis., said as she shopped in a mall, where cellular phones are as common as low-cut jeans. "Instead of a Y-O-U, I put a U."

That alarms some linguists, who worry that the proliferation of text messaging — where cellphone users type and send short messages to other phones or computers — will enforce sloppy, undisciplined habits among youths. However, other experts believe it will fail to leave its mark on standard English, as have dozens of slang words before.

In June 2001, wireless phone users sent 30 million text messages in the United States alone, according to the Cellular Telecommunications and Internet Association, an industry trade organization. By June 2002, that number had increased to nearly one billion.

The method of communication is most popular among teenagers, according to Upoc Inc., a New York-based firm that helps users



of mobile devices share information on everything from the rapper Bow Wow to celebrity sightings. A study by Upoc in 2001 found 43 per cent of cellular phone users ages 12 to 17 used text messaging, compared with 25 per cent of those 30 to 34.

Those teenagers, hampered by limited space and the difficulty of writing words on numeric phone keypads, have helped create the text-messaging lingo.

Words become abbreviated ("WL" for "will") and common phrases become acronyms ("by the way" becomes "BTW").

There are even dictionaries to sort out exactly what "AFAIK" means. ("As far as I know.")

"SOL" can mean "sooner or later" or "sadly out of luck," but if you're unclear on which was meant, simply message back a "W" (what?) or "PXT" (please explain that) for a clarification.

Jesse Sheidlower, principal editor of the U.S. office of the *Oxford English Dictionary*, said text messaging is going through the natural progression of language.

Much text-messaging lingo was first used in instant-messaging programs on personal computers, and some phrases, such as "SWAK" for "sealed with a kiss," have been used for decades, Sheidlower said.

As text messengers discover and share new abbreviations and acronyms, the language becomes familiar to a growing population of cellphone users. And as more people use the lingo for text messaging, Mr. Sheidlower said, it is more likely to spill into speech or writing.

That worries American University linguistics professor Naomi Baron, who said text messaging is another example of an established trend in written communication.

"So much of American society

has become sloppy or laissez faire about the mechanics of writing," Ms. Baron said.

Problems arise when people use the quick-casual language in other forms of written communication, such as e-mail, in which the sender may not receive the message for some time, or writings in which the reader may not even know the author, she said.

But other linguists said a simpler, more relaxed vernacular is acceptable for talking or text messaging.

"Language and languages change," said Carolyn Adger, director of the Language in Society Division of the Center for Applied Linguistics in Washington. "Innovating with language isn't dangerous."

And besides, Ms. Adger said, text messaging, like e-mail and instant messaging, is making it easier for people to communicate.

"I think that all of this stuff is really wonderful, because it's expanding the writing skills of people," she said.

Text messaging hardly appears to have hurt written language in Europe, where 10 billion text messages are sent each month, said Charles Golvin, senior analyst with Forrester Research.

In fact, as more adults began using text messaging in the United Kingdom and Germany, the lingo fell out of favour, said Alex Bergs, a visiting linguistics professor at the University of Wisconsin-Milwaukee. Even teenagers use the language for only a while, he said.

As a cellphone-store employee, Jeremy Rankin spends quite a bit of time using and working with wireless devices. The 18-year-old college student in Milwaukee admits he sometimes finds himself abbreviating when he types.

"I might do it by accident, but I don't think that's a problem as far as school papers go," he said. "I proofread my stuff."

-Associated Press

February 14, 2003



## A Timely Poem?

### Jabberwocky

'Twas brillig, and the slithy toves  
Did gyre and gimble in the wabe;  
All mimsy were the borogoves,  
And the mome raths outgrabe.

"Beware the Jabberwock, my son!  
The jaws that bite, the claws that catch!  
Beware the Jubjub bird, and shun  
The frumious Bandersnatch!"

He took his vorpal sword in hand:  
Long time the manxome foe he sought—  
So rested he by the Tumtum tree,  
And stood awhile in thought.

And, as in uffish thought he stood,  
The Jabberwock, with eyes of flame,  
Came whiffling through the tulgey wood,  
And burbled as it came!

One two! One two! And through and through  
The vorpal blade went snicker-snack!  
He left it dead, and with its head  
He went galumphing back.

"And hast thou slain the Jabberwock?  
Come to my arms, my beamish boy!  
O frabjous day! Callooh! Callay!"  
He chortled in his joy.

'Twas brillig, and the slithy toves  
Did gyre and gimble in the wabe;  
All mimsy were the borogoves,  
And the mome raths outgrabe.

-Lewis Carroll



# FACULTY & STAFF ASSOCIATION

## NOMINATION FORM

### ELECTION OF OFFICERS YEAR 2003/2004

*Nominations shall be open until the Annual General Meeting & shall close at the Annual General Meeting.*

#### POSITIONS TO BE FILLED:

President  
 First Faculty Vice-President  
 First Staff Vice-President  
 Second Faculty Vice-President  
 Second Staff Vice-President  
 Recording Secretary  
 Secretary-Treasurer  
 Contract Chair  
 Communications Chair  
 Grievance Chair (Faculty)  
 Grievance Chair (Staff)  
 Joint Professional Development Chair  
 Agreements Chair  
 Occupational Health & Safety Chair

**CIEA Reps:** Non-Regular Employees, Status of Women, Human Rights

I NOMINATE \_\_\_\_\_

FOR THE POSITION OF \_\_\_\_\_

\_\_\_\_\_  
(name and signature of NOMINATOR)

\_\_\_\_\_  
(date)

I ACCEPT THE NOMINATION \_\_\_\_\_

\_\_\_\_\_  
(signature of NOMINEE)

**Please complete and forward to the FSA Office, Abbotsford campus.**